

### Exhibit 3

142 of 142 pages

CHARGE OF DISCRIMINATION		Charge Presented To:	Agency(ies) Charge No(s):
<p>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</p>		EOC	494-2023-00838
State or Local Agency if applicable			
<p>Name (include Mr., Ms., Mrs., Miss, Dr., etc., and suffix)</p> <p>Dr. Chinyere Oghooghene McGruder</p>		(Home Phone)	Year of Birth
		(615) 643-5483	1969
<p>Street Address</p> <p>7376 SMILEY HOLLOW RD GOODLETTSVILLE, TN 37072</p>			
<p>Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency that I believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)</p>			
<p>Name</p> <p>AUSTIN PEAY STATE UNIVERSITY</p>		No. Employees, Members	Phone No.
		501+ Employees	(931) 221-7572
<p>Street Address</p> <p>601 COLLEGE ST CLARKSVILLE, TN 37044</p>		No. Employees, Members	Phone No.
<p>DISCRIMINATION BASED ON</p> <p>Retaliation</p>		<p>DATE(S) DISCRIMINATION TOOK PLACE</p> <p>Earlier</p> <p>08/26/2022</p> <p>Later</p> <p>12/01/2022</p>	
		<p>Continuing Action</p>	
<p>THE PARTICULARS ARE ON AN ADDITIONAL PAGE OR ATTACHED, WHICH IS ALSO SIGNATURED.</p> <p>I have been a faculty member and tenured Professor at Austin Peay University for over 16 years. I currently report to Chairperson, Dr. Lyle Georgia. I have previously filed two (2) charges with the EEOC, 494-2019-02950 and 494-2021-01493. As a result of filing these charges, I believe I continue to be retaliated against for reporting and opposing discrimination. On August 26, 2022, Dr. Scott Culcane, Chair of Criminal Justice advised that I will no longer be allowed to teach CJ 4220 in the Spring of 2023 even though I developed the course at the request of Dr. Culcane. On October 7, 2022, APSU Provost, Dr. Maria Crowley, denied my previously approved Adjunct teaching at Fisk University. Starting in December of 2022, I continued to be retaliated against by threats expressed by Chairperson Dr. Georgia in the presence of my colleagues. The threat of my termination is evident in the statement that "... I should volunteer to write the Public Management review document because my job is dependent on doing a good review." This is a veiled threat that I can be terminated in the absence of my "good review". For these reasons, I believe I am being discriminated and retaliated against in violation of Title VII of the Civil Rights Act of 1964, as amended.</p>			
<p>I want this charge filed with both the EEOC and the State or Local Agency, if any. I will advise the agency of I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.</p>		<p>NOTARY - After necessary for State and Local Agency Responsibility PUBLIC</p> <p>I swear or affirm that I have read the above statement of facts to the best of my knowledge, information and belief.</p> <p>SIGNATURE OF COMPLAINANT</p> <p>Chinyere Oghooghene McGruder</p> <p>SUBSCRIBED AND SWORN TO BEFORE ME THIS DAY OF JANUARY, 2023</p> <p>1/1/23</p> <p>Misty Gran, Notary</p> <p>Misty Gran</p>	
<p>RECEIVED JAN 10 2023 EOC Nashville Area Office</p>		<p>My Commission Expires August 21, 2023</p>	